

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING COST-SAVING MODIFICATIONS TO
EMPLOYEE MEMORANDUMS OF UNDERSTANDING

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WHEREAS, due to the status of current fiscal affairs, cost-saving measures are required to be implemented; and

WHEREAS, staff has negotiated tentative modifications to all employee's salary and benefits, and because each bargaining unit is unique the techniques used to achieve salary and benefit savings are unique to each group; and

WHEREAS, modifications include various combinations of furloughs, salary reductions, minimum staffing reductions, overtime restrictions, limits on cash out of benefits, and elimination of deferred compensation matching programs; and

WHEREAS, with adjustments to salary and benefits as outlined below, the City will see a savings of approximately \$779,990 by implementing the following:

- 1) Police Officers Association of Lodi
Lodi Police Dispatchers Association
Lodi Police Mid-Management Organization
 - a) Waiver of 6 months of uniform allowances.
 - b) Waiver of ability to cash out holiday leave from January 1, 2009 through December 31, 2009 (impending retirees excepted).
 - c) Waiver of deferred compensation from March 1, 2009 through June 30, 2010.
 - d) Waiver of compensatory time off cash out in April of 2009 and a consequent short term increase in compensatory time off bank of 480 hours.
 - e) Dispatch also agrees to defer their 3% increase from April 2009 to July 2009.
- 2) Lodi Professional Firefighters
 - a) 2.5 percent salary reduction from March 1, 2009 through June 30, 2010.
 - b) Short-term increase in compensatory time off bank from 144 to 480 hours.
 - c) City agrees to explore, without obligation, financial feasibility of swapping pay raise for employee's share of PERS contribution and agrees it endeavors to pay at median.
 - d) Extend MOU 1-year to December 31, 2010.
 - e) Reduction of minimum staffing from 15 to 12 with all stations remaining open from March 1, 2009 – June 30, 2010 (emergencies excepted).
 - f) Add median salary goal statement.
- 3) Lodi Fire Mid-Management
 - a) Furlough hours which achieve 3% salary savings.
 - b) Short-term increase in compensatory time off bank from 144 to 480 hours.
 - c) City agrees to explore, without obligation, financial feasibility of swapping pay raise for employee's share of PERS contribution.
 - d) Extend Statement of Benefits 1-year to December 31, 2010.

4) Lodi City Mid-Management Association

- a) Waiver of deferred compensation from March 1, 2009 through July 1, 2010.
- b) Acceptance of 1 unpaid furlough day per month from March 1, 2009 through June 30, 2009.

5) Unrepresented Confidential Employees
Executive Management

- a) Waiver of deferred compensation from March 1, 2009 through July 1, 2010.
- b) Acceptance of 1 unpaid furlough day per month from March 1, 2009 through June 30, 2010.

6) IBEW

- a) 2-hour furlough a month from March 2009 through June 2009.
- b) 4-hour furlough a month from January 2010 through December 2010.
- c) Effective January 1, 2010 reduce the current CPI wage increase already agreed to by both parties to 2% - 5.5%.
- d) Extend the current contract (MOU) through December 31, 2013 (two year extension with reduced CPI range).
- e) Our negotiated wage increase would be as follows through years 2011, 2012, and 2013 would be 2% - 5.5%.

7) AFSCME General Services and Maintenance & Operators

- a) Waiver of deferred compensation from March 1, 2009 through June 30, 2009.
- b) Acceptance of 1 unpaid furlough day per month from March 1, 2009 through June 30, 2009.
- c) Agreement not to layoff members March 1, 2009 through June 30, 2009.

In addition, the three council appointees are offering the following savings through modifications to their contracts:

- a) Waiver of deferred compensation from March 1, 2009 through June 30, 2010.
- b) Acceptance of 1 unpaid furlough day per month from March 1, 2009 through June 30, 2010.

WHEREAS, it should be noted, that the focus of these modifications are the last four months of Fiscal Year 2008-09. The key union groups understand that additional discussions will occur prior to adoption of the Fiscal Year 2009-10 budget.

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that modifications to employee Memorandums of Understanding and Statement of Benefits as outlined above are hereby adopted.

Dated: February 18, 2009

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I hereby certify that Resolution No. 2009-20 was passed and adopted by the City Council of the City of Lodi in a regular meeting held February 18, 2009, by the following vote:

AYES: COUNCIL MEMBERS –Johnson, Katzakian, and Mayor Hansen

NOES: COUNCIL MEMBERS – Mounce

ABSENT: COUNCIL MEMBERS – Hitchcock

ABSTAIN: COUNCIL MEMBERS – None



RANDI JOHL
City Clerk